

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Title	Nurse Educator, Operating Theatre
Reports to	Service Manager
Location	Capital, Coast & Hutt Valley (CCHV) District
Department	Operating Theatre
Date	05.10.2026
Salary band (indicative)ⁱ	NZNO Collective Agreement
Children's Worker roleⁱⁱ	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

Facilitate training and education that develops the nursing workforce competence and capability both within the Operating Theatre and across the District. This is a senior designated nursing role is critical for ensuring and maintaining essential nursing knowledge and standards of safe quality care.

Practice development and change implementation are important aspects of the educator role as clinical and health care delivery context changes rapidly. Educators lead the implementation of nursing education, change and practice development across the services, supporting CCHV strategic direction. This is achieved through developing, implementing and evaluating orientation, ongoing training, education programmes and resources. Training delivery occurs in both clinical and non-clinical settings.

The NE provides professional and clinical nursing leadership, working with staff to meet quality and safety standards of care. This includes contributing to development of policies and procedures. The clinical component of the role is to provide expertise and role modelling by working with staff to teach, coach and demonstrate practice excellence.

The NE works closely with nursing leadership and the Workforce and Practice Development Unit to support workforce development through Clinical Learning Experiences (pre-registration

	• Collaborates with senior nursing staff and multidisciplinary teams and supports changes to practice when indicated • Promotes and provides a strong nursing education focus based on adult learning principles.
Shows effective nursing leadership and consultancy with an educational focus.	• Acts as a resource person and supports staff to achieve Professional Development and Recognition Programme (PDRP) requirements. • Supports a culture of evaluation and the ongoing quality improvement of nursing practice. • Contributes to system change to improve health outcomes through evidence-based practice. • Contributes to meetings in a collaborative, active way. • Implements and maintains Core Competency based education programmes, e.g. IV Certification and CPR, to assist staff to maintain SDHB policy and core competency requirements. • Updates and monitors databases facilitating staff to maintain Core Competency requirements.
Promote the enhancement of clinical practice and the development of knowledge and skills for Nursing staff	• Is responsible for the facilitation and/or delivery of regular relevant education and staff development programmes for clinical staff. • Develops, implements and circulates an annual strategic education plan. • Communicates and collaborates with Senior Nursing Group and Service Managers to identify education needs and practice requirements. • Reviews programme content and delivery using appropriate measurements, methods and tools to evaluate achievement of learning goals, teaching strategies and quality assurance. • Provides evaluation and reports of training and in-service programmes to line manager on a regular basis. • Where specialist knowledge needs are identified, the Nurse Educator will in conjunction with the Senior Nursing Group identify education needs and facilitate training. • Supports nursing staff in identifying relevant education, professional development activities and set annual performance goals. • In conjunction with Senior Nursing group, assists nursing staff, who have been identified as having a performance deficit, in developing an education plan to meet identified outcomes • In collaboration with the SFYP team, provides support, education and resources to the new graduates to ensure programme requirements are achieved. • Is available as a mentor for nurses/preceptors where appropriate. • In partnership with the Senior Nursing Group plan and review orientation programme for new staff. • Maintains records of attendance at all teaching sessions. • Works alongside new staff as part of Orientation processes
Education and Teaching Promotes and	• Facilitates and/or conducts research with an educational focus, and assists in the application of research findings.

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

- **Culture and People Leadership**

- Provides visible, effective leadership that aligns people, resources, and effort to Organisational priorities and outcomes.
- Builds high-performing teams through coaching, development, succession planning, and a commitment to continuous learning.
- Creates an inclusive and engaging workplace where people are supported to contribute, grow, and succeed.
- Builds trusted relationships with stakeholders and works collaboratively to deliver sustainable outcomes.
- Fosters a culture of accountability, innovation, and continuous improvement, ensuring people and organisational performance support strategic objectives.
- Champions values-based leadership and promotes a positive organisational culture
- that supports wellbeing, performance, and service excellence.

Matters which must be referred to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

- Experience in the specialties of Theatre Nursing
- Strong facilitation, communication, and stakeholder engagement skills.
- Experience working collaboratively in multidisciplinary environments.
- Strong organisational, analytical, and quality improvement capabilities.
- Commitment to equity, cultural safety, and achieving positive outcomes for Māori, Pacific peoples, and diverse communities

You will be able to Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
- Demonstrate respect and collaboration in practice
- Delivering an exemplary standard of care
- Practice informed by research evidence
- Innovation and critical thinking
- Commitment to sustainable practice
- Building and developing relationships with all members of the team
- Promoting a positive culture of learning
- Continuous improvement, support and promoting initiatives
- Attention to detail

ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.